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To <vicki.mcelwaine@modot.mo.gov>

cc

bcc

Subject Questions About Human Capital

History:

✉ This message has been forwarded.

The following are questions for Ms. Knudsen regarding Human Capital issues for OA/SEMA's COOP-COG Project:

1. Do policies for Human Capital exist to govern state agencies during an emergency?
2. Do plans and procedures exist to guide state employees during an emergency?
3. Is there an "Employee Skills Matrix" to help identify the various specific skills necessary during an emergency?
4. Do job descriptions identify "Non-Mission Essential", "Mission Essential" and "Mission Critical" personnel for the various state agencies?
5. Do provisions for "Extra Duty", "Standby Duty", "Compressed Work Schedules", "Bi-Weekly and/or Annual Premium Pay Limitations" exist for the various agencies?
6. When employees are sent home or instructed not to come to work because of an emergency, how do they account (i.e., Leave with Pay, Leave without Pay, etc.) for their time?
7. If employees are not being paid, have their medical benefits, etc. just stopped? Are they eligible for unemployment compensation?
8. Does a program (i.e., defusing/debriefing, crisis counseling) exist to help employees cope with the stress of an emergency?
9. Who is our Point of Contact at the various agencies for these type questions?
10. Who are the members of the HR Working Group and when may we get together?

Please understand that I do not expect answers to these questions today. My purpose is only to open a line of communication and initiate conversation about these issues.

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